



Marine
Management
Organisation

...ambitious for our seas and coasts

**Appointment of General Members to Inshore Fisheries
and Conservation Authority
Information for Candidates**





Contents

1. Introduction to the Marine Management Organisation (MMO)
2. Introduction to the Inshore Fisheries Conservation Authorities (IFCA)
3. The role of an IFCA General Member
4. Role Requirements and Specification
5. Terms of Appointment
6. How to Apply: Application and Selection Process





Introduction to the MMO

The Marine Management Organisation (MMO) is a non-departmental public body (NDPB) created under the Marine and Coastal Access Act 2009 and launched in April 2010 to be the Government's principal delivery body in the marine area.

The MMO takes forward the policy interests of several government departments and has an overarching responsibility for the planning, licensing, and enforcement of activities in the English marine area (including fisheries). The MMO and the IFCAs work together to achieve sustainable fisheries management and marine conservation and to ensure effective delivery and a joined-up approach.

The MMO have been given responsibility by Defra to manage the process of making appointments of General Members to IFCA Committees.

MMO is required to achieve a balanced membership across various interest groups, including those with commercial, recreational, and environmental expertise, and will seek to appoint members with an understanding of the local marine needs. Upon appointment, General Members report to the Chair of the relevant IFCA.



Introduction to IFCA

Inshore Fisheries and Conservation Authorities (IFCAs) were established in April 2011 as a new type of regulator to work with stakeholder groups to achieve sustainable fisheries management and marine conservation in English Inshore waters. There are ten Regional IFCAs, as outlined below.

Regional IFCAs

[Northumberland IFCA](#)

[North Western IFCA](#)

[North Eastern IFCA](#)

[Eastern IFCA](#)

[Kent & Essex IFCA](#)

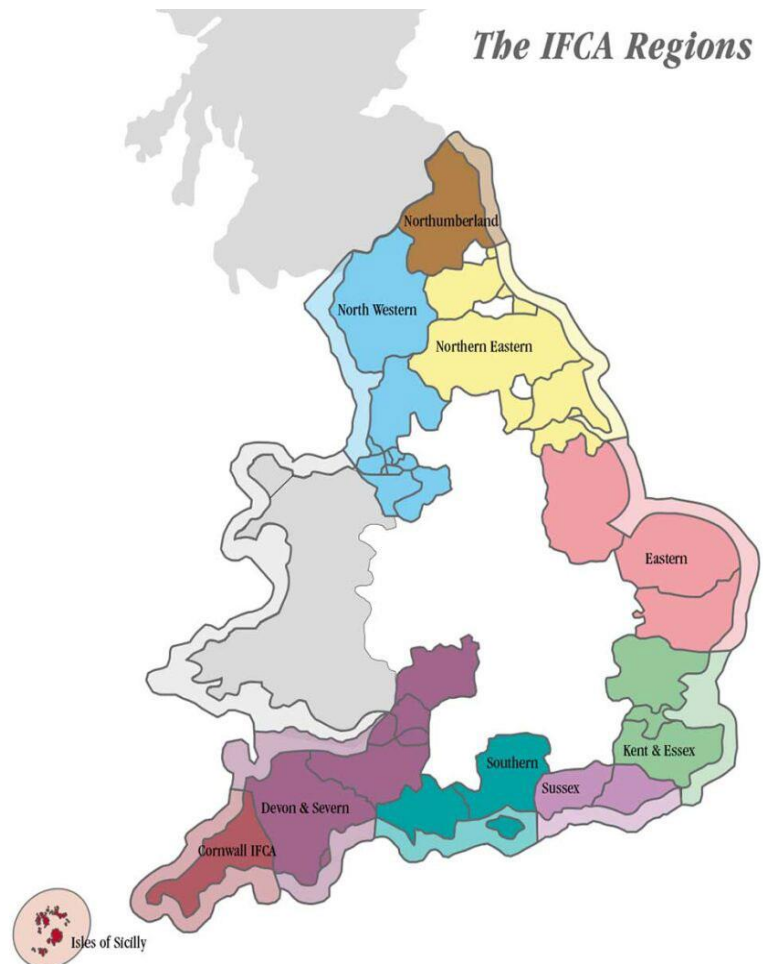
[Sussex IFCA](#)

[Southern IFCA](#)

[Devon & Severn IFCA](#)

[Cornwall IFCA](#)

[Isles of Scilly IFCA](#)





The IFCA Vision

“Inshore Fisheries and Conservation Authorities will lead, champion and manage a sustainable marine environment and inshore fisheries, by successfully securing the right balance between social, environmental and economic benefits to ensure healthy seas, sustainable fisheries and a viable industry.”

To achieve this vision, each of the ten IFCAs are responsible for protecting and managing the marine environment and fisheries resources in English waters out to six nautical miles. This work supports sustainable fisheries and seeks to protect the marine environment.

- Each IFCA is governed by an authority that is a committee or joint committee of the local authorities that fall within their district, membership is made up as follows; Local Authority Members: Elected members of the constituent county and unitary local authorities.
- General Members: Individuals acquainted with the needs and opinions of the local fishing communities, recreational fishers, and those with knowledge of, or expertise in, marine environmental matters.
- One representative from each of three statutory bodies: Marine Management Organisation (MMO), Environment Agency (EA) and Natural England (NE)



The Role of an IFCA General Member

The members of the IFCA contribute their knowledge and experience to provide sustainable management of the inshore marine area of their IFCA district. Appointees to IFCAs are legally required to consider all the local fishing and marine conservation interests in the waters of the IFCA district in a balanced way, taking full account of the needs of the IFCA district. Appointees should recognise that they are part of a committee and should not regard themselves as representing solely one area of particular interest within the IFCA district.

As an IFCA General Member you will have the opportunity to contribute your knowledge and experience to committee meetings, helping to shape and direct the work of the IFCA. This membership puts local people in the driving seat of fisheries management and is an exciting opportunity to shape the development of inshore fisheries in your region. As a member of an IFCA committee you will work in a team with others, helping to ensure that:

- the use of sea fisheries resources is carried out in a sustainable way and is balanced with the need to protect the marine environment or promote its recovery from, the effects of exploitation
- the different needs of those engaged in the exploitation of sea fisheries and marine resources are balanced
- the conservation objectives of marine conservation zones are achieved

Although these appointments are unpaid, members can claim reasonable expenses. For more information on this or any aspect about the role of an IFCA General Member please don't hesitate to contact your local IFCA office.



Role Requirements and Specification

IFCA members must work collaboratively, to contribute skills and knowledge for the good of the IFCA committee and the local community.

To undertake this role, you will need to:

- Attend quarterly committee meetings
- Take part in sub-committee meetings to provide your expertise on specific issues as and when required
- Ensure you can make time to prepare for meetings
- Attend training to help you in your role
- Represent your committee at other meetings when the need arises.

We anticipate this equates to approximately one day a month.

To be successful in this role, you will have the following essential criteria:

- Good communication skills
- Knowledge and experience in a relevant area such as commercial and recreational fishers, environmental issues, or marine research
- Experience with the local community
- Experience of working in a team
- Ability to work towards collective agreements for the good of the overall objective
- Ability to take an objective view





Terms of Appointment

Being an IFCA member is a rewarding role which requires commitment and active participation. Members are required to adhere to a set of terms and conditions. In addition, appointees are obliged to comply with IFCA governance statutes such as standing orders and codes of conduct, which can be found on IFCA websites.

General Member appointments will be for a period of between three to five years and will be subject to a satisfactory performance appraisal completed by the IFCA each year.



How to Apply: Application and Selection Process

The MMO operates a **rolling campaign** for the recruitment of IFCA General Members, this means that the IFCA General Member advert will be open to receiving applications for all regional IFCAs from interested candidates throughout the year without the restriction of a cutoff date.

The sifting and interviewing of successful applicants will be held on a quarterly basis.

Should you be invited to an interview and are successful at a time when the IFCAs are fully staffed, you will be offered a place on the merit list for a term of 18 months. The merit list is utilised when a General Member position becomes available, if the vacancy requires your sectoral expertise, then you will be considered alongside other successful candidates on the merit list. If you do not wish to be part of the merit list, please inform us during the interview process.

The Marine Management Organisation operate a fair and open recruitment process. To apply, candidates must complete an online application form (or a printable version) which can be downloaded from the online job advert.

Accessibility

If you do not have IT or internet access, please contact us on telephone number 0300 123 1032 to request an application pack to be sent to you by post. If you require any other support with your application, please do not hesitate to reach out

You can submit the completed application form to the MMO by email or post;

Email ifcarecruitment@marinemanagement.org.uk

Post IFCA Recruitment

Marine Management Organisation Lancaster House
Hampshire Court Newcastle upon Tyne NE4 7YH



Assessment Process

Applications will be assessed against the role profile and essential criteria (see “Role Requirements and Specification”) taking into account the need to maintain an appropriate balance of sectors and expertise on the IFCA committee.

Interviews

Interviews will be conducted remotely using Microsoft Teams, prior to the interview you will be sent a link via email. At the time of interview, you should click the link which will take you into the virtual interview room, where your interview panel will join you. You will need to ensure that the relevant video and audio software is enabled on your device or if using a smart phone, you have downloaded the App in advance.

Should there be any connection difficulties, your interview invitation will contain details of a telephone number of the interview organiser for you to contact.

Should you be unable to access a virtual interview, it may be possible for you to attend a local IFCA or MMO office to use their facilities.

Pre-appointment Checks

Successful applicants must complete a basic disclosure check, the fee for which can be reimbursed by the MMO upon application.

Appointments will be conditional upon candidates providing a satisfactory DBS certificate, receipt of agreed and signed terms and conditions and two satisfactory references.



